

**A G R E E M E N T**  
**BETWEEN**  
**FOND DU LAC COUNTY**  
**AND**  
**FOND DU LAC COUNTY**  
**SOCIAL SERVICES EMPLOYEES UNION**  
**LOCAL 1366E, AFSCME, AFL-CIO**  
**2015**

## AGREEMENT

NOW, THEREFORE, in consideration of the mutual covenants and agreements, the above named parties enter into the following agreement which shall be binding on the parties for the term therein provided.

### **ARTICLE I. RECOGNITION AND UNIT OF REPRESENTATION**

1.01 The Employer recognizes the Fond du Lac County Social Service Employee's Union, Local 1366E, AFSCME, AFL-CIO, hereinafter referred to as the "Union" as the collective bargaining representative for the purposes of conferences and negotiations with the Employer, or its lawfully authorized representatives, on questions of base wages for the unit of representation consisting of all regular full-time and regular part-time employees of Fond du Lac County Social Services Department, including clerical, eligibility consultants, eligibility consultant specialists, energy assistance workers, social services aides, home consultants, in-home trainers, Galow Group Home employees, Shelter Care employee and all other paraprofessional employees and excluding all professional employees, the work supervisors, the director, the director's personal secretary and administrative assistants.

### **ARTICLE 2. MANAGEMENT RIGHTS RESERVED**

2.01 Unless otherwise herein provided, the management of the work and the direction of the working forces, including the right to hire, promote, transfer, demote or suspend, or otherwise discharge for proper cause and the right to relieve employees from duty because of lack of work or other legitimate reason is vested exclusively in the Employer.

2.02 The County Executive and/or Board and its Committees shall have the sole right to contract for any work it chooses and to direct its employees to perform such work wherever located subject only to the restrictions imposed by this agreement and the Wisconsin Statutes.

2.03 In keeping with the above, the Employer may adopt work rules and amend the same from time to time.

### **ARTICLE 3. ENTIRE AGREEMENT**

The foregoing constitutes an entire Agreement between the parties and no verbal statement shall supersede any of its provisions.

### **ARTICLE 4. SEPARABILITY**

It is understood and agreed that if any article or portion of this agreement is in conflict with the statutes of the State of Wisconsin governing municipalities, such article or portion shall be declared invalid, and negotiations shall be instituted to adjust such article or portion.

### **ARTICLE 5. TERMINATION CLAUSE**

**THIS AGREEMENT** shall be effective as of the date January 1, 2015 and shall remain in full force and effect through the 31st day of December, 2015. Before the expiration of this agreement the Union will notify the County its desire to enter into base wage bargaining as provided by the law.

**IN WITNESS WHEREOF**, the parties hereto have set their hands this \_\_\_\_ day of \_\_\_\_\_, 2015.

**FOR THE UNION**

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**FOR THE EMPLOYER**

\_\_\_\_\_  
**County Executive**  
\_\_\_\_\_  
**County Board Chair**  
\_\_\_\_\_  
**County Clerk**

**FOND DU LAC COUNTY DEPARTMENT OF SOCIAL SERVICES UNION**  
**CLASSIFICATION AND PAY SCHEDULE**  
**(Effective 1-4-15) (1.57% ATB)**  
**APPENDIX A-1**

	<u>Hiring</u>	<u>6 Mo.</u>	<u>18 Mo.</u>	<u>30 Mo.</u>	<u>42 Mo.</u>	<u>54 Mo.</u>
Clerk Typist	14.08	14.65	15.17	15.70	16.27	16.75
Account Clerk	15.84	16.44	16.98	17.56	18.16	18.71
Senior Clerk Typist	15.33	15.94	16.49	17.07	17.66	18.22
Senior Account Clerk	16.46	17.10	17.75	18.39	19.01	19.67
Job Developer	19.83	20.60	21.33	22.13	22.92	23.69
Utility Clerk	13.03	13.53	14.07	14.59	15.09	15.62
Group Home Specialist	14.55	15.07	15.60	16.09	16.60	17.12
Case Manager - JOBS	15.61	16.48	17.35	18.25	19.12	20.01
Family Support Worker	15.61	16.48	17.35	18.25	19.12	20.01
Social Services Specialist	15.61	16.48	17.35	18.25	19.12	20.01
Economic Support Specialist	15.61	16.48	17.35	18.25	19.12	20.01
Economic Support Specialist/Trainer	16.48	17.35	18.25	19.12	20.01	20.87
Volunteer Services Coordinator	20.56	21.22	21.89	22.58	23.23	23.91
Restitution/Teen Court Coordinator	20.56	21.22	21.89	22.58	23.23	23.91